

A SURVEY OF THE RESEARCH ON THE HUMAN CAPITAL ECOSYSTEM OF THE BELT AND ROAD INITIATIVE

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Summary. The Belt and Road Initiative has emerged as a highly utilized theme through which scholars have done a wealth of research in the economy, trade, and politics. This research reviewed 268 articles in the BRI value and the human capital fields over the last five years. Several research gaps and promising areas for inquiry are put forward.

Human capital ecosystem.

Ecosystems have emerged as a novel approach to depict the competitive environment and explain the roles of actors (Garavan et al., 2019). Mc McLeod & Nite(2019), in their paper "Human Capital Ecosystem Construction in an Emerging Rugby Market," first put forward the concept of a human capital ecosystem. Becker (1962) used human capital to reflect the stock of factors such as knowledge, skills, and physical strength (health status). Other studies have theorized HC as a stock of capabilities and expertise. In this regard, that drives individuals to perform. Kendrick (1976) studied human capital investment based on the cost method. These involve expenditures on health and safety, mobility, education, and training, plus the opportunity costs of students attending school.

Therefore, the driving factors to human capital are the organization or government's investment in human resources in terms of knowledge, skills, health, etc., and the environment in which it is located. Therefore, the human capital ecosystem can be described as a series of interconnected individuals, companies, universities, scientific research institutions, government, and other organizations and departments composed of stakeholders, who mainly invest in education, skills, health, etc., through various methods—an organic community designed to improve personnel skills, organizational competitiveness, and economic performance.

The human capital ecosystem in the context of the BRI.

The value of the Belt and Road Initiative.

The BRI research cuts across disciplines and different levels. Of the total Studies, we analyze based on the regions and levels involved in the literature. Among the positive benefits of the Belt and Road Initiative on the regional level, academic research involves broader perspectives from a holistic perspective, including China, Asia, Africa, and Europe. However, there are many literature views on various aspects of the challenges faced by the Belt and Road. These challenges or negative comments mainly come from foreign research, indicating that the challenges faced by the Belt and Road are enormous. According to the researchers' view, the primary value of the One Belt One Road lies in increasing exports, promoting infrastructure construction, industrial upgrading, promoting globalization, promoting resource development, and strengthening connectivity. The Belt and Road Initiative challenges bring debt traps, trade deficits, and environmental issues. Most of them focus on Chinese enterprises' competitive advantages at the company level, such as obtaining support and subsidies from the Chinese government. The value of One Belt One for enterprises is still in the exploratory stage. There are no articles that specifically study the value of the Belt and Road for individuals in our literature. In all the pieces, we have found the role of the BRI in talent cultivation, vocational training, provision of jobs, and promotion of population migration.

Based on our analysis of the BRI's' value at different levels, we found a lack of research on the organization and individual levels. There is a research gap about how BRI may contribute to human capital ecosystem development at different levels. We can analyze how the BRI helps to increase the investment in education, training, health. Now scholars' research on

the BRI's primary value concentrates on the macro level and is relevant to trade and infrastructure issues. However, how the BRI helps develop the human capital ecosystem. Current research still lacks exploration of the relationship between the human capital ecosystem and the economic performance of regions and cities when involved in BRI.

The premise of the BRI's role in human capital ecosystem research is that BRI can substantially influence the ecosystem. However, it is impossible to fully understand how aspects of the BRI impact the process without considering the conditions and circumstances relevant to an event or situation, thus making study context a critical consideration. To illustrate, studies of the BRI highlight the need for future studies to explore how varying samples leverage the BRI to increase human capital accumulation. While much of the research in this stream is specific to high-technology or broad industry samples, much could be gained from examining comparative examples across regions or economies. To better understand the implications of the BRI on talent attraction, cultivation, and development, future research can pay attention to human capital accumulation under the BRI.

Conclusion. Our review of the BRI's role in the human capital ecosystem research stream identifies the progress to date, promising research gaps, and a path for future exploration. We believe the pursuit and development of this stream represent fertile ground for meaningful contributions to human capital theory and practice and guidance for the BRI. We encourage scholars to explore the human capital ecosystem more fully in the context of the BRI, in conjunction with other theories. We hope this undertaking spur scholarship and insights into future BRI and human capital research.

Reference

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SMART CITIES EMPOWER HIGH-QUALITY GROWTH IN DIGITAL ECONOMY

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Summary. *Technology is the key to unlocking human growth. Looking at the history of human economic growth over 200 years, from the steam engine to the invention of electricity to today's information technology, every major general technological change has brought about the re-optimization of resource allocation and continued economic prosperity. At present, the world is opening a new theory of technological and industrial changes, mainly in digital technology, and the digital economy is also having a profound impact on the main body of economic and social operations. In this paper, we discuss the basic contents of digital economy and smart city, combine the role of digital economy development in the construction of smart city, and take Beijing, China as an example to study the challenges of digital economy and smart city construction. In order to accelerate the construction of digital government, strengthen digital governance; consolidate the infrastructure construction of urban network,*